

City of Minneapolis
and
Police Officers Federation of Minneapolis
Summary of Tentative Agreement
February 28, 2022

TERM

Three Years

1/1/2020 - 12/31/2022

ECONOMICS:

General Increase

- 1/1/2020: 1% increase to wages and longevity.
- 1/1/2021: 1.5% increase to wages and longevity.
- 1/1/2022: 2.5% increase to wages and longevity.

Market Adjustment

A market adjustment shall be applied to all classifications within the bargaining unit in accordance with the below:

- Market Adjustment of 2.5% applied to wages and longevity beginning 1/1/2022
- Market Adjustment of 1% applied to wages and longevity beginning 12/31/2022

Continuity and Compliance Incentive (CCI) Letter of Agreement

- New Employees Receive \$3,500 upon completion of Field Training Program and additional \$3,500 upon completion of probation.
- Current Employees. Receive first payment of \$3500 upon ratification and must remain on duty until at least 12/31/2022 for second payment of \$3,500.

NON-ECONOMIC and Model Language

- Modification to the Critical Incident Process to include a new mandatory mental health screening prior to returning to duty following a critical incident.
- Increased authority of the Chief to determine the proper duty location of a Police Officer following a critical incident.

- Statement of support for City efforts to advance race and gender equity
- Statement regarding the role of Police in the community
- Update to Clothing and Equipment Allowance language for new employees.
- Clarification of discipline language for personnel with rights to return to the bargaining unit. Those serving in Appointed Position and are unappointed do not have access to the discipline process in the bargaining unit.
- Update organ donation leave to reflect statute.
- Update to sick leave medical verification requirements.
- Update FMLA section to model language.
- Update group benefits section to model language.
- Update all Letters of Agreement.
- Update all language to be gender neutral.